

Local 23**Submitted by:** Joan M Carroll**Number of Members:** 159**Full-time Staff:** 0**Part-time staff:** 2**CBAs:** San Antonio Philharmonic**Notes:**

We are negotiating a new contract for the SA Philharmonic. The current contract ends June 30, 2024.

Local 65-699**Submitted by:** Sharon Montgomery**Number of Members:** 918**Full-time staff:** 2**Part-time staff:** 1**CBAs:** AD Players, Alley Theatre, ECHOchestra, Gilbert & Sullivan Society, Houston Ballet, Houston Choral Society, Houston Grand Opera, Houston Symphony, Houston Jazz Orchestra, Opera in the Heights, Magnolia City Brass Band, Theatre Under the Stars**Notes:**

We have several groups fully committed to union procedures although not functioning under a CBA-- River Oaks Chamber Orchestra, Mercury Chamber Orchestra, the Latin Philharmonic. Several contractors are fully committed to union procedures-- Susan Lerner Musicians (Broadway Across America, several churches) Richard Brown Music, Inc. (contracting galas and casual gigs, concerts) Lovie Productions (Lovie Smith-Wright contracting casual gigs, churches, and concerts).

Local 72-147**Submitted by:** Aaron Pino**Number of Members:** 1146**Full-time Staff:** 3**Part-time staff:** 1**CBAs:** Dallas Symphony, Fort Worth Symphony, Dallas Opera, East Texas Symphony, Broadway Dallas, Casa Manana, Dallas Theater Center, Lewisville Lake Symphony, Waco Symphony, Wichita Falls Symphony We also have agreements with the Lawton Philharmonic, which will probably soon become a full CBA, and the Sammons Jazz Center in Dallas.**Notes:**

The Dallas Symphony has just ratified a new agreement. We are currently in negotiations with the Dallas Opera, Broadway Dallas, Dallas Theater Center, Waco Symphony, and the Lewisville Lake Symphony. We are still in the NLRB appeals process with the Las Colinas Symphony, and expect a decision from the arbitrator soon. There is still a small amount of recording in the area. We still get a decent amount of traveling work dues. We continue to do our two large MPTF-funded festivals and we are taking advantage of the 100% MPTF funding to add more smaller events, and we have found some new community partners. We are in the process of mapping our Local to get info to be used for organizing and recruitment, and hopefully identify future leaders. Our President is on the executive board of the Tarrant Co. CLC so we have good contact with other unions in the area. Our Musicians Federal Credit Union is doing well.

Local 123**Submitted by:** George Tuckwiller**Number of Members:** 154**Full-time Staff:** 0**Part-time staff:** 8**CBAs:****Notes:**

With the completion of the wardrobe requirements of the Master Agreement, the new master agreement is completed until 2027. A request has been made of the financial status of the Orchestra, but has not been provided as of now. Broadway series have been touring again for the past couple of years. We get 2 to 3 productions per year that require local musicians. This is an election year for new board members and officers. The election will be in December.

Local 125**Submitted by:** Joanne White**Number of Members:** 128**Full-time Staff:** 0**Part-time staff:** 3**CBAs:** We have established working agreements with the Virginia Musical Theater and the Virginia Stage Company. VMT and VSC each produce 4 or 5 shows per year and employ a Union contractor and small contingent of Local 125 musicians.**Notes:**

The Virginia Symphony is working under the new four-year CBA ratified in August 2023. For the first time, Local 125 was able to exempt members of the Negotiation Committee from paying annual dues for one year. I believe the gesture was appreciated.

Membership is in decline, especially with the VSO. This is due in part to job turnover in the orchestra. Many of our Board members are contracted players with the VSO and have made a great deal of effort reaching out to new hires. We are starting to see results from their effort.

For the first time ever, the chair of the VSO Orchestra Committee now attends Board meetings when requested for discussion and updates. This communication has been invaluable.

We are financially sound and breathing a sigh of relief that we weathered the storm. We are fortunate to own our building and to have wonderful tenants.

In November of 2023, Local 125 was able to revive our long-standing tradition of honoring a community member as "Arts Supporter of the Year". The pandemic interrupted our first attempt in 2020. World-renowned composer and Hampton Roads resident Adolphus Hailstork was honored in 2023. This event allowed us to honor both "Dolph" and our 2020 recipient, Paula Bonds. The celebration was extraordinary!

Local 148-462

Submitted by: William Johnston

Number of Members: 730

Full-time Staff: 2

Part-time staff: 10

CBAs: Atlanta Symphony Orchestra, The Atlanta Opera, Atlanta Ballet, Georgia Symphony Orchestra, Columbus Symphony Orchestra, Alliance Theatre Company, Broadway in Atlanta (BAA), City Springs Theatre Company

Notes:

Local 148-462 has two full-time employees (Secretary-Treasurer and an Operations/Office Manager) and maintains an office and rehearsal hall for members in midtown Atlanta. The Secretary-Treasurer position turned over twice during 2023, but a new LEB was elected in October and installed to three-year terms in January. Local membership has recovered to pre-pandemic levels, but still remains below what it was a decade ago. The AFM approved a membership drive to help reach 800 members (May-Sept); a kickoff event with a food truck was held at the May membership meeting. The largest musical employer in the Local, the Atlanta Symphony Orchestra, is completing the second season of a three-year agreement. The ASO has balanced its budget for the past decade and recently went on tour in California, its first multi-city domestic tour in many years. However vacancies in the orchestra remain high and the non-resident MD's schedule makes it difficult to fill them fast enough. The ASO's parent company, the Woodruff Arts Center also encompasses the Alliance Theatre, whose musicians are entering into negotiations this summer. The Atlanta Opera has capped off a decade of growth by recently being named a "Tier 1" (\$15M+ budget) company by Opera America, and is presenting the first Ring Cycle in the southeast. This represents good timing as the orchestra musicians are completing a 5-year agreement and hoping to achieve a new contract that reflects the company's elevated status. The Atlanta Ballet has struggled to recover from the pandemic and a costly but unpopular Nutcracker production unveiled five years ago; its orchestra faces challenging negotiations this summer and fall. MPTF funding has been strong the last two years, and our members have taken advantage and received funding for projects in a variety of genres. The film and TV industry continues to grow in Georgia due to generous state tax credits for the industry, but very little scoring and sideling work takes place in the state. A challenge moving forward will be to convert these incentives into good union jobs for musicians.

Local 174-496

Submitted by: Steven A. Begnoche/Andrew Elmo Price

Number of Members: 293

Full-time Staff: 0

Part-time staff: 1

CBAs: Palm Court Jazz Cafe (CBA in progress), Jefferson Performing Arts Society (CBA in progress), Baton Rouge Symphony Orchestra (CBA in progress), Tulane Summer Lyric Theater (CBA in progress)

Notes:

Organizing Freelance Musicians (updated Freelance Wage Scale Book), Customized Orientations (Freelance Agreements - L1/L2, LS-1, Joint Venture Agreement, Limited Pressings Agreement, Single Song Overdub Agreement) Music Performance Trust Fund (Cultural events, education series, Black history month, Jazz appreciation month, womens history month, Womens empowerment)

Local 256

Submitted by: Mark Libby

Number of Members: 134

Full-time Staff: 2

Part-time staff: 0

CBAs: Various miscellaneous church gigs, freelance orchestral and choral concerts, etc.

Notes:

Alabama Symphony CBA currently in negotiations, bylaws and wage scales revised and updated.

Local 257

Submitted by: Dave Pomeroy

Number of Members: 1952

Full-time Staff: 8

Part-time staff: 1

CBAs: Nashville Symphony, Grand Ole Opry, General Jackson showboat

Notes:

In 2023, musicians were paid just over \$12 million in scale wages under our various contracts.

The NSO musicians just ratified a one year extension agreement with the Nashville Symphony with 5.11% raise and several workplace improvements.

The General Jackson showboat contract is renegotiated each year, most recently with a 3% increase.

The Grand Ole Opry is in the middle of a 3 year contract. Over the past decade we have negotiated significant raises and a revenue sharing component that has had significant payouts to musicians whose Opry performances are broadcast on syndicated TV.

Over the past 8 years, we have seen the adjustments we made to our Funeral Benefit Fund, which was modified in the 1980s to unrealistically high payout levels, bring our longterm liability down somewhat, and should continue over time. We have been paying out more than \$100K per year for some time, but in general, it is getting better.

We offer our members many discounts on local events, use the AFL-CIO Union Plus discount program to provide more value to members. Our free fully equipped rehearsal hall is very popular with our members, and stays very busy. We are active in the community and work with Metro Nashville government to improve working conditions for musicians, including getting home studios qualified as a legal home business, Creating parking discounts for musicians who work downtown and more. Considering we are in a Right to Work (for less) state, we have a high level of voluntary union compliance. Nashville became Music City because creators are respected and we are doing everything possible to keep that tradition going.

Local 342

Submitted by: Carlos Tarazona

Number of Members: 142

Full-time Staff: 0

Part-time staff: 0

CBAs: Charlotte Symphony Orchestra

Notes:

Contract negotiations for the Charlotte Symphony Orchestra are currently underway.

In addition, the musicians of the Eastern Music Festival (EMF) voted in an NLRB election to be represented by Local 342. EMF is a five-week summer festival based in Greensboro, NC. They currently have a faculty of about 60 musicians, which perform as a professional orchestra and teach over 200 students. Negotiations are proceeding very slowly to reach an agreement.

Our membership has increased over the past year, and the Charlotte Symphony Orchestra (CSO) continues to have 100% membership among its permanent contracted musicians. The work dues of the CSO members support the Local financially.

We have very few freelance musicians as members of our Local. We have not found an effective way to organize the freelance community.

Local 375-703

Submitted by: Donna Cain

Number of Members: 150

Full-time Staff: 0

Part-time staff: 0

CBAs: The Oklahoma City Philharmonic. No full-time musical employment; musicians are per-service contract players with the OKC Phil, and/or freelancers in the metro area and the state.

Notes:

The President and Secretary-Treasurer joined the council of the Central Oklahoma Labor Federation, AFL-CIO. The President visited the musicians of the OKC Phil during a rehearsal in the Fall for recruiting purposes, and that was deemed a success so we will do that again. No contract negotiations have been needed this year. We represented one

member in an employment issue, making sure that the terms of the CBA were being met and that an agreement could be reached that was satisfactory to all parties. Our membership numbers have stayed fairly steady with new memberships keeping pace with resignations. Election of officers will not happen until 2026. One member of our Executive Board resigned from the board this week due to accepting a position out of state. The Executive Board will discuss filling this open position at the next meeting, per our Local Bylaws. Work dues income from the OKC Phil has increased due to the Secretary-Treasurer and the OKC Phil management working together to make sure that all AFM members are known to management.

Local 389

Submitted by: David Uhrig

Number of Members: 611

Full-time Staff: 2

Part-time staff: 1

CBAs: 1) Walt Disney World. 2) Orlando Philharmonic Orchestra. 3) Broadway Across America

Notes:

Long-time president Mike Avila stepped down a year ago, followed by longtime Vice President Deborah Dansby Wells. So, two new officers - Dave Uhrig and Michael Sciallaba - along with longtime Treasurer Sam Zambito, are leading the organization forward. We are celebrating our 100th anniversary as an organization, including a membership drive which has increased our numbers by 36 (as of 4/26/24). Beginning to prepare for negotiations of the Disney CBA next year. We are working on ways to better engage our freelancers, increase networking, increase interest in and attendance at membership events.

Local 427-721

Submitted by: RICHARD SPARROW

Number of Members: 266

Full-time Staff: 0

Part-time staff: 3

CBAs: FLORIDA ORCHESTRA, SARASOTA ORCHESTRA, SOUTHWEST FLORIDA SYMPHONY

Notes:

ONE MEMBER IS CONTRACTOR FOR THE BROADWAY SERIES IN TAMPA. WE HAVE BEEN WORKING ON AMENDING OUR LOCAL BYLAWS AND WAGE SCALE. WE ARE PLANNING FOR FINDING SERVICES AND BENEFITS TO OFFER FREELANCE AND CASUAL MUSICIANS IN EFFORTS TO INCREASE LOCAL MEMBERSHIP AND INVOLVEMENT.

Local 433

Submitted by: Blair Robbins

Number of Members: 357

Full-time Staff: 0

Part-time staff: 4

CBAs: Austin City Limits Television Show, Austin Opera, Austin Symphony Orchestra

Notes:

Since last May, Local 433 has seen a net gain of about 15 members. We are currently receiving 2-3 applications for membership per week as we hold a membership drive from April 1 through June 30, 2024. Our Freelance Committee is meeting regularly around initiatives including live & recording engagement contracts and SXSW organizing. Several organizing meetings have been held with members of the Central Texas Philharmonic. AFM433 has been tabling at various local events, including during SXSW and at labor celebrations such as May Day and Labor Day. Local 433 officers and members have fielded several interviews with a local podcast, local and national news reporters, local schools, and local nonprofit organizations, as well as recording a radio spot about AFM433 for our local Co-op radio station. Our Wage Scale Committee approved updates to our Local 433 Minimum Wage Scales and our Concerts Committee meets regularly to organize concerts including MPTF co-sponsored events such as Live at the Union Hall, MusicianFest, Juneteenth, Labor Day, and Emerging Jazz Artists. Secretary-Treasurer Robbins attended the TX AFL-CIO Convention, Vice President Shores attended the TX AFL-CIO COPE Convention, and President Lack attended AMPTP Negotiations in LA. Local 433 has joined the Austin Central Labor Council and is participating regularly in meetings and CLC business. In March, the Local 433 Executive Board hired Administrative Assistant Diana Burgess, who is working steadily with President Lack and Secretary-Treasurer Robbins to improve the efficiency of operations in the Local 433 office.

Local 444

Submitted by: Stephanie K Magnus

Number of Members: 139

Full-time Staff: 0

Part-time staff: 9

CBAs: Some chamber groups.

Notes:

We had a productive year and have been gathering in our space to spruce it up and create camaraderie among members. This has helped to grow our numbers a little, but not much. The Jacksonville Symphony ratified a new contract which was negotiated at the end of the 22-23 season which will go into effect for 24-25. It is a good agreement, but is not as financially supportive as the musicians hoped. There have been some discussions with management regarding harassment and discrimination. These are ongoing, but seem to have come to a temporary solution as the season closes.

Local 546

Submitted by: Jeffery Whaley

Number of members: 72

Full-time staff: 0

Part-time staff: 1

CBAs: Knoxville Symphony Orchestra

Local 579

Submitted by: Mimi Linehan

Number of Members: 52

Full-time staff: 0

Part-time staff: 1

CBAs: The MSO has(14 salaried musicians with both orchestra and small ensemble duties, 13 salaried musicians orchestra only, 27 guaranteed service musicians, and extras. Other work consists mainly of Irregular church and choral accompaniment activities.

Notes:

Local membership is steady as we lose and gain roughly the same numbers per year. The MSO is finishing its 2nd year of a 3-year contract which contains an aggregate of 10.3% increases for salaried musicians and 15.3% increases for per-service musicians.

Local 618

Submitted by: Denise Turner

Number of Members: 223

Full-time Staff:

Part-time staff:

CBAs:

Notes:

A new slate of Local 618 Board of Directors was elected in December of 2023 and took office January 1, 2024. The Local Board consists of representatives from: the Santa Fe Opera, Santa Fe Symphony and the New Mexico Philharmonic. El Paso Symphony Orchestra (EPSO) had merged with Local 618 in 2022 and had a temporary seat on the BOD that was established at the time of the merger. However, the Local 618 bylaws were never amended to allow an EPSO representative on a permanent basis. Apparently, the process was started, but the previous BOD did not follow through. Establishing a permanent seat for the EPSO is a priority for the new BOD. Until the process is complete, EPSO has an "artistic advisory" seat on the BOD.

It has been an extremely challenging 5- 1/2 months since the new board took office. The BOD faced many obstacles and challenges transitioning from the previous BOD but we are making steady progress. I worked with the Local's "book keeper" to prepare documents for the audit ("Operational Compliance Review") and visit from Western IR Steve Pearson 4/8-9. Since taking office, the BOD has become aware of a serious reduction in our assets, a loss of over \$120,000 from 2017-2023 (68.42%). The board has already implemented several cost-saving measures, and plans to continue to work to stabilize and rebuild the assets of the local. Steve Pearson was a huge help in getting the office up and running, and I look forward to continuing to work with him to make sure the local is inline with our current bylaws and AFM standards.

Local 618 represents primarily orchestral musicians; El Paso Symphony Orchestra, New Mexico Philharmonic, Santa Fe Opera, and the Santa Fe Symphony. Both the Santa Fe Symphony and the Santa Fe Opera have CBA's and do not have any on-going issues.

The El Paso Symphony Orchestra (EPSO) ratified their CBA on 9/1/23. On 6/5/24, the Local filed for arbitration before the American Arbitration Association (AAA) to dispute EPSO's termination of two titled and tenured musicians, who were

denied due process as outlined in their CBA by EPSO management. The Local is working with Jane Owen from Symphonic Services and labor attorney, Shane Youtz on the arbitration.

The NMP Philharmonic (NMP) had been working without a CBA since September of 2022. The musicians' negotiations committee had been in contentious negotiations or almost two years with NMP President Marian Tanau, who in addition to being President of the NMP is an AFM member and full-time violinist with the Detroit Symphony. Marian Tanau had continuously proposed oppressive, outlier working conditions for the musicians of the NMP; working conditions so regressive that no union member would accept, and conditions Marian Tanau would never play under himself. Making matters worse, the negotiations committee had been repeatedly denied legal assistance for negotiations by former Local 618 President, Tracey Whitney. Several NMP orchestra members were so angry that they wanted their union dues returned! In the fall of 2023, the NM Phil negotiations and orchestra committees sought assistance from Symphonic Service Director Rochelle Skolnick for an intervention. Former Local President Tracey Whitney was removed from any NMP negotiations and AFM negotiator Adam DeSorgo was assigned to join the NMP negotiations team and the NMP negotiations committee.

The union, on behalf of the NMP musicians, had previously filed two Unfair Labor Practice (ULP) charges against the NM Phil management with the National Labor Relations Board for illegal practices in 2021 and 2022. Both were resolved in favor of the union and a settlement agreement was signed by NMP President Marian Tanau on June 2, 2023. The union filed another ULP against the NMP with numerous new charges on 6/13/2023.

NMP contact negotiations had been dragging on for almost two years with very little progress. Retroactive pay had been promised for the 22/23 season during the past 30+ negotiations sessions, until it was removed in Jan 2024. Starting in January 2024, all proposals came with no acknowledgement of the 2022-23 season, which management called a "lost year" and the proposals started with the 23/24 season. This is not a new tactic from Marian Tanau. The previous CBA (2017-2022) had what Marian Tanau called a "leap year"; 2017/18 had no pay and no acknowledgement it even existed.

Monday, April 8th, was a turning point. During our four and a half hour negotiations session, NMP management first proposed no retroactive pay for 2 years (22-24). Management then modified their proposal to one year (23/24) with retroactive pay only if all substitute or extra musicians were excluded. This is not an option. We are all AFM musicians and should be treated equally. We made no progress, and at the end of our session, the union offered several dates to meet asap. Management refused all dates, only offering to meet two weeks later on 4/22, after our last "big" concert of the season, the "Rite of Spring" and leaving only a few services left in the season. The union strongly suggested management find the time to meet earlier. No dates or communication came from management. The negotiations committee and the local, along with our labor attorney, Shane Youtz, met with the orchestra musicians to discuss our options on 4/16. The musicians were extremely frustrated and disappointed, but completely supported the negotiations committee which had a strike authorization vote.

On Thursday April 18th, the union notified NMP management of a ULP limited duration strike beginning on Saturday 4/20 at 2pm and ending on Monday 4/22 at 9am. The NMP President of the BOD came to the end of rehearsal on 4/18, and started "scolding" the negotiations committee and telling the orchestra that this strike would be "bad for PR and cost the organization \$60,000". She kept talking and then something remarkable happened; musicians started yelling back at the Board President with comments such as: "why won't you meet?" "you've had 2 years" "we want a fair CBA" "can you meet now?" Musicians continued yelling at her asking when she was available to meet until she left the stage! This was not planned and came unexpectedly from the 100+ musicians on the stage.

Management still refused to meet until after our Sat 4/20 morning rehearsal when all 100+ musicians wore white NMP musicians Tshirts to rehearsal. These unified actions and the reality that a strike was to begin in an hour and a half finally brought the NMP Phil management back to the table. We reached a tentative agreement at 2:30pm, finally achieving several standard orchestra working conditions denied by the management of this organization for many years. These included a 50% attendance rate, minimum of two and one-half break between rehearsals and "Pops" concerts, overtime pay which had been "removed" by management, no Monday services, limited Sunday morning services, equal guaranteed services for everyone, an a 12% increase in per service pay over the remaining 3 years of the contract that includes retroactive pay for everyone for the 23/24 season. There are several other gains, including musician Board representation, which had been lost in our previous regressive CBA. The CBA was ratified, and signed on 6/18/24.

I want to personally thank AFM negotiator Adam DeSorgo and AFM Symphonic Services Director Rochelle Skolnick for their ongoing support of the NMP musicians and the new Local 618 Board of Directors. This outcome only happened because of the incredible unity, solidarity and support of the AFM musicians who were completely unified and ready to strike the evening 4/20 NMP concert. The orchestra played the concert after huge applause from the audience after the President of the Board announced that we had reached a tentative agreement. This is an incredible success story - one that truly shows the power and strength of a union.

Local 655**Submitted by:** Jeffrey Apana/Kendra Hawley**Number of Members:** 193**Full-time Staff:** 0**Part-time staff:** 2**CBAs:** No full-time musical employment: musicians are all freelancers, with Miami City Ballet (c.80 services), Palm Beach Opera (c.30 services), and Broadway Across America being the major work under contract, with a small number of reported AFM recording sessions.**Notes:**

Contract negotiations with Palm Beach Opera have successfully concluded. While a number of regressive proposals were made by management, all were withdrawn and we were able to secure 11/7/5 percent increases over the term of the 3-year contract. We expect to begin negotiations with Broadway Across America this summer and are concerned that we will be outgunned at the negotiating table without skilled negotiators from SSD.

After maintaining our membership rolls during the pandemic, we are again seeing declines. Surprisingly, we did not lose too many members during the pandemic. We are back to our usual losses, but this time they are not accompanied as quickly by new members replacing them; where we usually have 2 or 3 musicians joining each month, and we are down to one every few months.

This fall was an election season for us, and a number of officers, including our president, chose to step down or not run for office. Our Palm Beach Opera long-time committee member/chair/ROPA delegate, who also has served on the ROPA board, was convinced to run for president, as well as two new directors. None of the positions were contested, and the new blood on the Board has generated some excitement among our continuing officers.

We recently conducted a survey of musicians in our jurisdiction. Several hundred emails were sent out, and posts were made on our website and on social media, and nearly 100 musicians responded, including many nonmembers. What we learned was not surprising. The greatest concerns the musicians reported were job security, pay rates, and finding enough work to make a living. There were also frequent complaints that musicians work at the whim of local contractors and agencies. What musicians would like to see us doing is more to promote fairness in the musical workplace, as well as being more visible in the community. They want us engaged in a broader range of the musical industry, and they want us to educate the community on setting standards so we are not always undercutting each other in a race to the bottom. Miami City Ballet dancers have recently announced a campaign to be represented by AGMA, and we are hoping this news will help us generate some interest in organizing musicians, as the lack of CBA density in our jurisdiction has made most work a free-for-all and it has been difficult to maintain standards.